S. Coast Guard DACOWITS

Orientation

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Assistant Commandant for Human Resources

Office of Military Personnel

Overview

- U.S. Coast Guard Person
- Women in the Coast Gua
- Transforming the Coast Guard
- Transition to the Department of Homeland Security
- How DACOWITS Can Assist

U.S. Coast Guard Personnel End Of Year-2002

Active Duty	
Officers	7,436
Enlisted	29,7
Cadets	949
***Total AD**	**38,152**
Reserve(Incl. IRR)	**12,704**
Civilian	**6,237**
Auxiliarists	**32,000**
TOTAL	**89,093**

***Women make up a 5% of the workforce.**

Every Day, the Coast Guard…

- Saves 10 lives
- Assists 192 people in distress
- Protects $2.8 million in property
- Interdicts 14 illegal migrants at sea
- Seizes $9.6 million worth of illegal drugs
- Responds to 20 oil and hazardous chemical spills
- Boards 6 high interest vessels
- Enforces 98 security zones

100% of Coast Guard jobs are open to Women.

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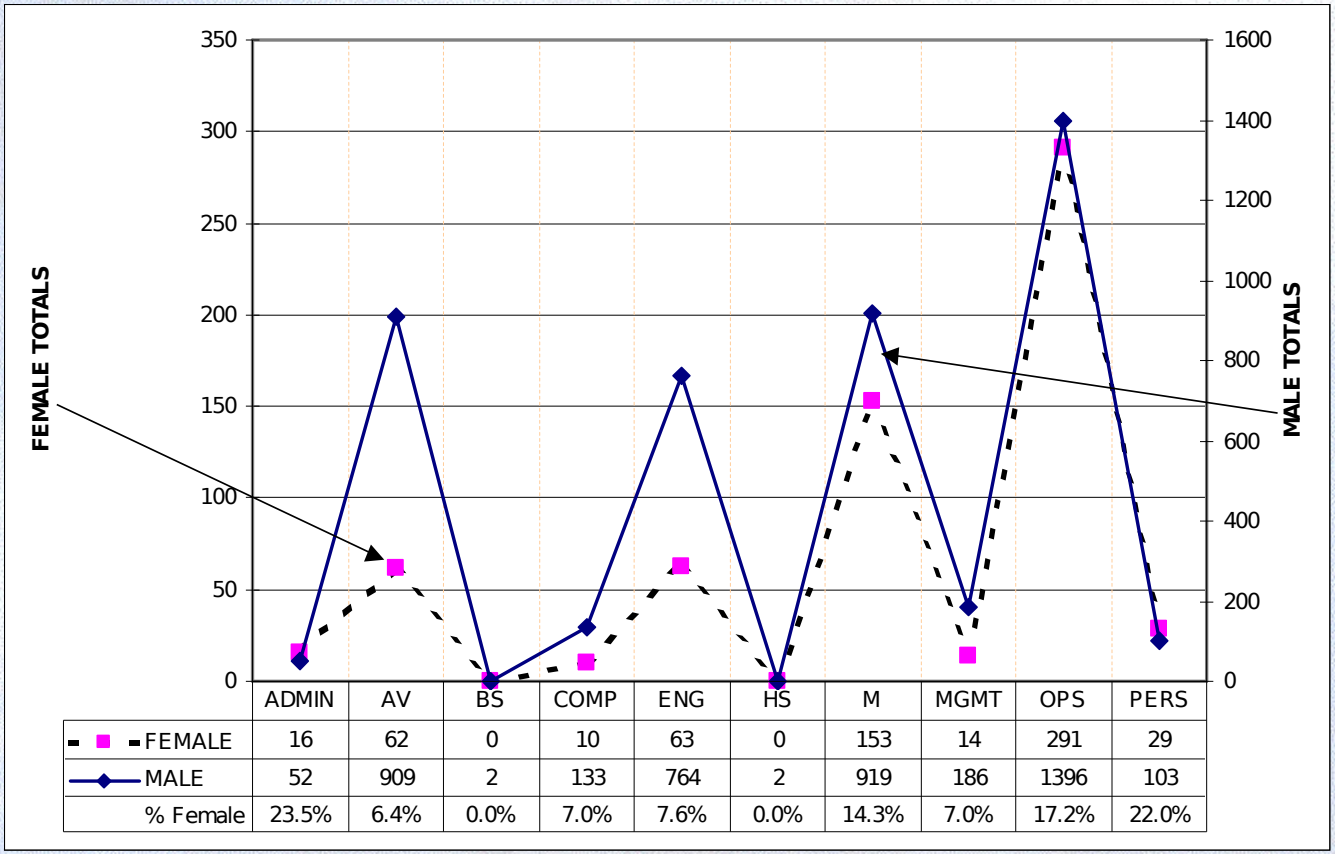
Officer Specialties By

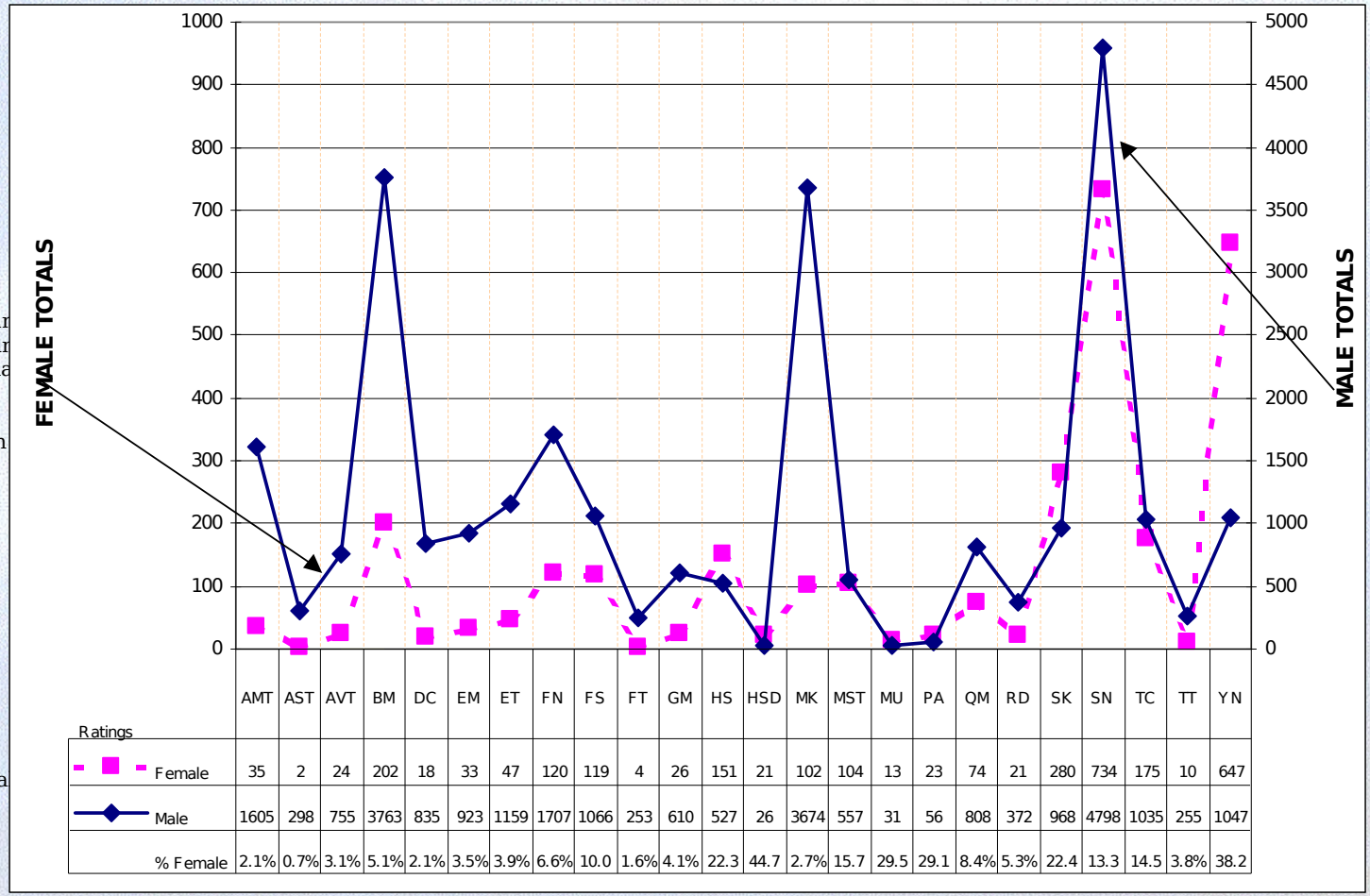


	ADMIN	AV	BS	COMP	ENG	HS	M	MGMT	OPS	PERS
FEMALE	16	62	0	10	63	0	153	14	291	29
MALE	52	909	2	133	764	2	919	186	1396	103
% Female	23.5%	6.4%	0.0%	7.0%	7.6%	0.0%	14.3%	7.0%	17.2%	22.0%

ADMIN	Administration
AV	Aviation
COMP	Comptroller
ENG	Engineering
MS	Marine Safety
MGMT	Management
OPS	Operations
PERS	Personnel

Enlisted Ratings By

AMT AviationMaintenanceTechn
HSD Health Services Technician
AST Aviation Survival Technicia
MK Machinery Technician
AVT Avionics Technician
MST Marine Science Technician
BM Boatswain Mate
MU Musician
DC Damage Control man
PA Public Affairs Specialist
EM Electrician's Mate
QM Quartermaster
ET ElectronicsTechnician
RD Radarman
FN Fireman
SK Storekeeper
FS FoodServiceSpecialist
SN Seaman
FT FireControlTechnician
TC Telecommunications Specia
GM Gunner's Mate
TT Telephone Technician
HS HealthServicesTechnician
YN Yeoman



Ratings	AMT	AST	AVT	BM	DC	EM	ET	FN	FS	FT	GM	HS	HSD	MK	MST	MU	PA	QM	RD	SK	SN	TC	TT	YN
Female	35	2	24	202	18	33	47	120	119	4	26	151	21	102	104	13	23	74	21	280	734	175	10	647
Male	1605	298	755	3763	835	923	1159	1707	1066	253	610	527	26	3674	557	31	56	808	372	968	4798	1035	255	1047
% Female	2.1%	0.7%	3.1%	5.1%	2.1%	3.5%	3.9%	6.6%	10.0	1.6%	4.1%	22.3	44.7	2.7%	15.7	29.5	29.1	8.4%	5.3%	22.4	13.3	14.5	3.8%	38.2

Women in the Coast Guard

GROUP	FY95	FY02
Officer	8.8%	13.8%
CWO	1.5%	5.4%
Enlisted	9.3%	9.9%

Coast Guard Academy – Currently 28% female

Major Factors

- Rating assignments facilitating or hindering pre-natal care.
- Cost and availability of child-care (especially for members assigned to operational units that need 24-hour care)
- Co-location with spouse
- Retention

Coast Guard Transformation to Department of Homeland Security

- Future Force 21
- Growing the Workforce
- Deepwater

Department of Homeland Security

The New Challenge

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How DACOWITS Can Assist

Women are an integral part of the Coast Guard.

Have we done enough and are we positioned to meet the needs of women as we transition into Department of Homeland Security?

We value your feedback.